

# Occupational Stress among Women Teachers in Purba Medinipur District of West Bengal: A Study

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## ABSTRACT

Every individual is faced by various stressors like psychological or mental stressors, Environmental stressors, physical stressors etc. The examination of occupational stress, however, fails to take into account the significance of external factors and events that will have a major effect on productivity on the job. The present study has been carried out to find out the occupational stress among the women teachers in Purba Medinipur, West Bengal and to study the occupational stress among women teachers in respect of age group, Educational Qualification and Teaching experience. For this purpose a sample of 480 women teachers have been selected randomly from Purba Medinipur district. Data have been collected by using Occupational Stress Index (OSI) created by S. A. K. Srivastava and A. P. Singh (1984) is used to assess the level of stress in the workplace. A total of 46 questions make up the measure, each with five possible responses (strongly agree, agree, uncertain, disagree, and strongly disagree). Findings of the study indicate that Women teachers have moderate level of occupational stress and there is significant difference in the occupational stress among women teachers in respect of educational qualification and teaching experience.

**KEYWORDS:** Occupational Stress, Teaching Experience, Age Group, Women Teachers, Mental Stressors

## INTRODUCTION

"Mind is the most powerful thing in the world. One who controlled his mind can control anything in this world"

-Swami Vivekananda.

Work is a primary contributor to job stress. Coexisting organizational and individual variables impact the environment and its consequences on workers' attitudes, conduct, and mental health on the workplace. The technical definition of stress is "the physiological and psychological response to threat or challenge." However, stress is often understood to be any mental state characterized by feelings of unease, restlessness, disturbance, agitation, heaviness, or pressure. Executives' typical routines and health are disrupted by stress. The fact that we are often unaware of the stress we are enduring makes it that much more challenging to achieve the ideal balance between too little challenge and too much coping. Although there are many potential sources of stress for an executive, the goal of this in-depth analysis is to determine which ones are most significant and to

develop an effective plan of action for reducing stress in order to maximize productivity.

Every individual is faced by various stressors like psychological or mental stressors, Environmental stressors, physical stressors etc. The examination of occupational stress, however, fails to take into account the significance of external factors and events that will have a major effect on productivity on the job. Social and technical shifts, family migration, unstable financial markets, discrimination based on race and class, and unstable neighborhoods' and communities are all examples of external pressures that businesses must contend with.

Stressors may also arise from societal factors including race, economic status, and population expansion. According to recent studies, minority groups experience higher levels of stress compared to majority groups. The stress of discrimination, stereotyping, the marital interface, and social isolation did not vary significantly between men and women in

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the professional realm. Housing conditions, proximity to services and retail, friendliness of neighbours, noise levels, and air pollution have all been identified as factors that add stress to already busy workplaces. Organizational stresses, in addition to other external sources of stress, have a significant impact on people inside a group. Administrative policies and strategies, organizational structure and design, organizational processes, and working conditions are only a few examples of these stresses. Workplace pressures continue to rise as organizations undergo radical transformations to adapt to shifting external conditions (*Mohajan, H.K. 2012*), (globalization, the information technology boom, a concern with quality, and an appreciation for diversity).

### Review of Literature:

**Dr. D. ELAMPARUTHI (2020)** Occupational Stress among Female Teachers Working in Higher Secondary Schools, Chidambaram, Tamil Nadu "Occupational Stress" is a universal reality in today's fast-paced industrialized and more urbanized society. It's a mental or physiological condition that makes it difficult to function normally in daily life and at work. Stress among educators is unique among occupational strains. This method of instruction teachers' health may be negatively impacted by the stresses of the profession, which in turn impacts their pupils and the classroom environment in today's complex and demanding world. This is especially true for married women in the teaching profession, who often feel overwhelmed by the demands of both their professional and personal lives. The purpose of this research was to investigate the factors that contribute to stress in the workplace for female high school educators and to provide solutions.

**Riaz (2016)** looked into how stress in the workplace affects people's happiness on the job. Nursing personnel of Okara's DHQ Medical Clinic are in charge of the inquiry. Occupational stress is the independent variable while employee satisfaction with their jobs is the dependent variable in this study. We used a quantitative approach to explore and acquire data for this study. Surveys are often used for data collection. One hundred of Okara's DHQ emergency clinic's medical staff will serve as the test subjects. SPSS is used to analyze the data. Work-related stress has a beneficial effect on work satisfaction, according to the study's findings.

**Ejaz et al., (2014)** examined in order to learn how teachers' work stress relates to their outlook on the profession. This is an example of a cross-sectional inspection setup that is predicated on a proactive inspection method. Work-related stress was shown to have a significant negative association with job

performance, job satisfaction, and life satisfaction, and a strong negative association with turnover intentions.

### IMPORTANCE OF THE STUDY

Because it serves as a driving factor, research into "Occupational stress of women teachers in relation to certain selected variables" among educators at varying experience levels is vital. They stand for a methodical and constant way of seeing and reacting to one's interactions with others and the world at large. Knowing how women teachers experience occupational stress in connection to their work satisfaction and outlook on teaching would allow us to better anticipate how they will behave in a given circumstance. It's just as crucial to accurately report research's findings as it is to conduct them. The value of a study may be determined by how well it relates to the questions that will be investigated in the future. The researcher feels it is urgently necessary to study the issues faced by female educators at various levels in connection to a few carefully chosen factors.

### Objectives:

- To find out the occupational stress among the women teachers in Purba Medinipur, West Bengal
- To study the occupational stress among women teachers in respect of age group
- To study the occupational stress among women teachers in respect of Educational Qualification.
- To study the occupational stress among women teachers in respect of teaching experience

### Hypothesis:

**Hp1-** The occupational stress among the women teachers is low.

**Hp2-** There is no significant difference in the occupational stress among women teachers in respect of age group

**Hp3-** There is no significant difference in the occupational stress among women teachers in respect of educational qualification.

**Hp4-** There is no significant difference in the occupational stress among women teachers in respect of teaching experience

### Methodology:

**Methodology:** Descriptive survey method has been used for the present study.

**RESEARCH METHODOLOGY:** The descriptive survey and Correlation method are used to conduct the current investigation.

**POPULATION:** Population for the present study consists of the women teachers working in different schools of Purba Medinipur, West Bengal.

**SAMPLE:** Sample for the present study will consist of 480 school teachers. Teachers will be selected randomly from both rural and urban schools of Purba Medinipur, West Bengal.

**SOURCE OF DATA:** The present study has used both primary sources and secondary sources. Primary sources are the selected samples of the study and the secondary sources are different books, journals, office records etc.

**Tools:** Occupational Stress Index (OSI) created by S.A.K. Srivastava and A.P.Singh (1984) is used to assess the level of stress in the workplace. A total of 46 questions make up the measure, each with five possible responses (strongly agree, agree, uncertain, disagree, and strongly disagree).

**Statistical Techniques:** Collected data were tabulated and analyzed with the help of descriptive statistics. ANNOVA and t test were used for data analysis. The complete procedure has been done through SPSS 20 version.

## DATA ANALYSIS, INTERPRETATION

**Table -1: Descriptive statistics of Occupational stress**

Variables	Value
N	480
Minimum	48
Maximum	211
Mean	129.73
Median	129
Mode	145
SD	41.17
Std Error of Mean	1.8795
Skewness	-0.0267847587
Kurtosis	2.25768609
Coefficient of Variation	0.317421104

From the Table 1 the calculated mean and S.D of occupational stress of school teachers are found to be 129.73 and 41.17 respectively. The mean score for the entire sample is above the average. Hence it is inferred that the school teachers have a medium level of occupational stress as per the author of the stress tool.

**Table 2: t test for Difference in the Occupational Stress in respect of age**

**Hp2-** “There is no significant difference in the occupational stress among women teachers in respect of age group”

Group	N	Mean	SD	SEM	df	t
Below age 30	222	127.05	39.00	2.6175	478	1.3222
Above age 30	258	132.03	42.90	2.6708		

From the table 2, the calculated mean and standard deviation of the women teachers of age below 30 years is found to be 127.05 and 39.00 respectively. The calculated mean and standard deviation of the women teacher of age above 30 years is found to be 132.03 and 42.90 respectively. The ‘t’ value is found to be 1.3222 which is not significant at 0.05 level of significance. Hence it is concluded that there is no significant difference between the sub samples of age and it is concluded that the age do not cause any significant difference among the school teachers in respect of their occupational stress.

**Table 3: One Way Annova for Difference in the Occupational Stress in respect of educational qualification**

**Hp3-** There is no significant difference in the occupational stress among women teachers in respect of educational qualification

Source	df	Sum of Square	Mean Square	F	P
Between groups	2	6859.5789	3429.7895	2.0313	0.1323
Within Groups	477	805402.3518	1688.4745		
Total	479	812261.9307	5118.264		

The test statistic F equals 2.0313, which is in the 95% interval. Table 3 shows that the 'F' value is 2.0313, which is statistically significant at the 0.05 level. As a result, we may infer that there is a statistically significant difference between the two sub samples and reject the null hypothesis.

**Table 4- t test for Difference in the Occupational Stress in respect of teaching experience**

**Hp4-** “There is no significant difference in the occupational stress among women teachers in respect of teaching experience”

Group	N	Mean	SD	SEM	df	t
Teaching Experience below 10 years	215	123.27	39.92	2.7225	478	3.1211
Teaching Experience above 10 years	265	134.96	41.51	2.5499		



Calculated t value is 3.1211 at 95% confidence interval at 0.05 level of significance

Table 4 shows that the mean and standard deviation of female educators with less than ten years of experience are 123.27 and 39.92, respectively. The calculated mean and standard deviation of the women teacher of above 10 years experience is found to be 134.96 and 41.51 respectively. The 't' value is found to be 3.1211 at 95% confidence interval. So, the formulated hypothesis "There is no significant difference in the occupational stress among women teachers in respect of teaching experience" is rejected. Hence it is concluded that there is significant difference between the sub samples of teaching experience and it is concluded that the teaching experience cause significant difference among the school teachers in respect of their occupational stress.

### Findings of the Study:

- There is significant difference between the sub samples of teaching experience
- There is significant difference in the occupational stress among women teachers in respect of educational qualification
- Women teachers have moderate level of occupational stress.

**Conclusion:** There are a variety of elements, often referred to as "job stressors," that contribute to the emotional and mental exhaustion of workers in a wide range of industries and service sectors. Problems with supervisors, problems with coworkers, disagreements with subordinates, and conflicts with management regulations are all additional sources of stress in the workplace. Most individuals throughout the globe spend their time working, ignoring the stressors that affect their career and lives, because of the global competitive nature.

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